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DRAFT:RW:nkr:2 April 1953

RECOMMENDATIONS DERIVING FROM THE
ORAL EXAMINATION STAFF STUDY

PROFESSIONAL SELECTION PANEL recommends that:

1. Oral examinations not be attempted until such time as experience has formed a foundation upon which they could be conducted in a manner which would justify the great expenditure of time and money.
2. The present machinery (PSP) not be scrapped but rather given the tools with which to work.
3. Under no circumstances should any such Selection Board come within the command line. The Board should never be subjected to pressures and should be required to make its determinations objectively and without regard for any special interest.
4. Criteria for selection (suitability) be the same for all grades.
5. Young people be selected by Agency senior officers of broad experience.
6. If a system of oral examinations is started, the applicant should, while in Washington, be assessed, medically examined and polygraphed as well as interviewed by the Panel.

OFFICE OF COMMUNICATIONS recommends that:

1. The oral examination process be used.
2. Individual component examining boards be established to conduct the examination. The Boards have high-level membership in each component (DD/P, DD/A, DD/I, AD/COMMO, O/TR).
3. A complete set of selection criteria, of which oral examinations is but an element, should be established by these components.

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OFFICE OF TRAINING recommends that:

1. Better utilization and exploitation of the numerous interviews now conducted be achieved by:
 - a. regularizing the entire process,
 - b. formalizing the scope and purpose of interviews at each level,
 - c. assuring that interviews are conducted by persons competent to elicit and evaluate oral evidence of skills, abilities, motivation, character, demeanor, etc.,
 - d. assuring immediate preparation and central recordation of reports of oral examination.
2. The Staff Study be disapproved.
3. The Board reaffirm its directive to the Panel as set forth in Notice [REDACTED]
4. The Board instruct the Panel to consider and evaluate all proposals regarding oral examinations as a technique for determining suitability of applicants and to report to the Board at an early date its judgment as to whether, when, and how such a technique should be utilized.

DEPUTY DIRECTOR/PLANS recommends that:

1. A system of oral examinations of applicants be instituted in the Agency.
2. Detailed consideration be given to this problem /oral exam/ with a view to placing the responsibility for oral examinations on the various Career Service Boards of the Senior Staffs, DD/P.

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DEPUTY DIRECTOR/INTELLIGENCE recommends that:

1. The Professional Selection Panel continue to assist the Offices in selection of career employees and be encouraged to continue to increase its competence toward this end.
2. The Professional Selection Panel be kept separate from the command line and be advisory to the CIA Career Service Board rather than to any single element of the Agency.
3. An additional oral examination process not be introduced in the Agency.

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